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ABSTRACT

The "National Survey of Salaries and Wages in Public Schools," produced annually since 1973, is an authoritative source of salary and wage data in education. The current survey collected data from more than 1,000 responding school districts for 32 selected positions in which personnel are employed in public school districts. This report contains summary tables and system-by-system data from survey respondents about the salaries of principals and assistant principals stratified by pupil enrollment of the system. Tables 1 and 2 show the mean, median, and range of the lowest and highest salaries paid to principals. Tables 3 and 4 present the same information for assistant principals. Table 5 gives the mean, median, and range of the lowest salaries paid to principals stratified by per pupil expenditure of the system. Table 5 provides this information for the highest salaries paid to principals, and tables 7 and 8 give the same information for assistant principals. Table 9 shows trends in the salaries paid principals and assistant principals in four different enrollment strata. Chart 1 illustrates the 10-year trend in percent change in average salaries, and Chart 2 presents the mean of average daily salaries paid principals in 1994-95. Chart 3 contains this information for assistant principals. (Contains three charts and nine tables.) (SLD)

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ADMINISTRATIVE INFORMATION REPORT

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January 1995

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Salaries Paid Principals and Assistant Principals, 1994-95 School Year

Compiled for
National Association of Secondary School Principals
by
Educational Research Service

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About NASSP --

The National Association of Secondary School Principals works cooperatively with public and private agencies in an effort to meet the educational, employment, and social needs of today's youth -- through direct services to the individual member. NASSP's reputation is based on a long record of sound and practical service to its members. Providing this service continues to be the key to the Association's success in developing and maintaining its 42,000 membership. The changing nature of the needs of school administrators requires that NASSP be alert to what is happening nationally in secondary education. Behind NASSP's design for service are several goals: to provide a national voice for secondary education; to support promising and successful educational practices; to provide for conventions and meetings of secondary educators; to conduct research for practitioners; to provide opportunities for the examination of important issues facing secondary education; to influence federal legislation; and to encourage student achievement and performance.

About ERS --

The Educational Research Service was established by NASSP and three other national associations of school administrators in 1973 to fill the basic need for reliable, timely information for local school and school district decisions. An independent, nonprofit agency, ERS provides objective research and information for administrators and board members in school districts across the nation. Seven national school management associations now jointly sponsor ERS. In addition to the National Association of Secondary School Principals, these are: American Association of School Administrators • American Association of School Personnel Administrators • Association of School Business Officials • Council of Chief State School Officers • National Association of Elementary School Principals • National School Public Relations Association. School districts enrolling half of the nation's public school pupils currently maintain an annual ERS order, thereby receiving a wide range of services, including ERS On-Call Information Service; *ERS School Operations Information Exchange*; ERS Studies and Reports; the monthly *ERS Bulletin*; the quarterly *ERS Spectrum*; and School District Comparative Profiles.

The National Salary and Wage Survey --

The ERS *National Survey of Salaries and Wages in Public Schools*, produced annually since 1973, is widely acknowledged as the authoritative source of salary and wage data in education. The current survey conducted by ERS collected 1994-95 data about salaries scheduled and paid from more than 1,000 responding school districts for 32 selected positions in which personnel are employed by public school districts. A complete report of the survey results is published annually by ERS in three volumes: *Scheduled Salaries for Professional Personnel in Public Schools*, *Salaries Paid Professional Personnel in Public Schools*, and *Wages and Salaries Paid Support Personnel in Public Schools*. Included in this report are summary tables and system-by-system listings of data submitted by all school districts responding to the ERS national survey for 1994-95. For more information, contact ERS, 2000 Clarendon Boulevard, Arlington, VA 22201. Phone: (703) 243-2100. Fax: (703) 243-8316.

Introduction

Each year the National Association of Secondary School Principals (NASSP) receives many inquiries stressing the need for accurate and timely data on the salaries paid to principals and assistant principals in the nation's public schools. Such data are collected by the NASSP-sponsored Educational Research Service in its annual ERS *National Survey of Salaries and Wages in Public Schools*. This special NASSP Administrative Information Report presents the ERS survey data pertaining to salaries paid principals and assistant principals in public schools for the current school year of 1994-95.

Table 1 shows the mean, median, and range of the *lowest* salaries paid to *principals* in 1994-95, in public school systems stratified by the *pupil enrollment* of the system.

Table 2 shows the mean, median, and range of the *highest* salaries paid to *principals* in 1994-95, in public school systems stratified by the *pupil enrollment* of the system.

Table 3 shows the mean, median, and range of the *lowest* salaries paid to *assistant principals* in 1994-95, in public school systems stratified by the *pupil enrollment* of the system.

Table 4 shows the mean, median, and range of the *highest* salaries paid to *assistant principals* in 1994-95, in public school systems stratified by the *pupil enrollment* of the system.

Table 5 shows the mean, median, and range of the *lowest* salaries paid to *principals* in 1994-95, in public school systems stratified by the *per pupil expenditure* of the system.

Table 6 shows the mean, median, and range of the *highest* salaries paid to *principals* in 1994-95, in public school systems stratified by the *per pupil expenditure* of the system.

Table 7 shows the mean, median, and range of the *lowest* salaries paid to *assistant principals* in 1994-95, in public school systems stratified by the *per pupil expenditure* of the system.

Table 8 shows the mean, median, and range of the *highest* salaries paid to *assistant principals* in 1994-95, in public school systems stratified by the *per pupil expenditure* of the system.

Table 9 shows the trends in salaries paid to *principals* and *assistant principals* in all reporting school systems and in four different *enrollment strata*, for 1993-94 and 1994-95.

Chart 1 illustrates the 10-year trend in the percent change in average salaries paid to *principals* in all reporting school systems, 1984-85 to 1994-95.

Chart 2 presents the mean of average *daily salary rates* paid *principals* during 1994-95 in all reporting school systems, by geographic region.

Chart 3 presents the mean of average *daily salary rates* paid *assistant principals* during 1994-95 in all reporting school systems, by geographic region.

This report is being sent to all members of NASSP as part of membership services. Additional copies can be obtained from the NASSP Office of Professional Assistance, 1904 Association Drive, Reston, VA 22091, at a cost of $2 per copy. (Orders of $10 or less must be accompanied by payment.)

TABLE 1
LOWEST Salaries paid PRINCIPALS in Public School Systems, Stratified by System Enrollment, 1994-95

Mean, Median and Range of LOWEST Salary Paid in each system:

	Pupil Enrollment				
	25,000 or more	10,000 to 24,999	2,500 to 9,999	300 to 2,499	Total: All Systems Reporting
SENIOR HIGH PRINCIPALS					
No. Systems Reporting	131	241	324	229	925
Mean	61,451	63,694	69,471	60,109	64,512
Median	61,704	64,257	68,184	57,400	63,640
Range: Low	43,418	37,314	42,936	34,000	34,000
High	81,056	98,544	107,447	101,219	107,447
JUNIOR HIGH and MIDDLE SCHOOL PRINCIPALS					
No. Systems Reporting	130	247	332	189	898
Mean	55,609	59,335	64,047	58,051	60,268
Median	54,986	58,919	62,225	54,707	58,896
Range: Low	37,369	33,646	32,413	26,000	26,000
High	72,037	91,414	100,368	100,721	100,721
ELEMENTARY SCHOOL PRINCIPALS					
No. Systems Reporting	134	248	339	244	965
Mean	50,568	52,934	56,264	54,308	54,123
Median	50,067	51,777	54,996	52,000	52,446
Range: Low	35,515	27,885	33,000	31,500	27,885
High	66,247	88,914	99,501	94,414	99,501

TABLE 2
HIGHEST Salaries paid PRINCIPALS in Public School Systems, Stratified by System Enrollment, 1994-95

Mean, Median and Range of HIGHEST Salary Paid in each system:

	Pupil Enrollment				
	25,000 or more	10,000 to 24,999	2,500 to 9,999	300 to 2,499	Total: All Systems Reporting
SENIOR HIGH PRINCIPALS					
No. Systems Reporting	133	242	323	229	927
Mean	71,595	69,877	70,697	60,292	68,041
Median	72,733	69,175	68,905	57,483	67,500
Range: Low	46,515	46,883	46,449	34,000	34,000
High	88,909	103,300	107,447	101,219	107,447
JUNIOR HIGH and MIDDLE SCHOOL PRINCIPALS					
No. Systems Reporting	130	247	332	189	898
Mean	66,148	64,893	65,729	58,128	63,960
Median	65,418	64,610	63,682	54,767	63,025
Range: Low	43,307	43,659	41,219	26,000	26,000
High	88,727	92,614	105,190	100,721	105,190
ELEMENTARY SCHOOL PRINCIPALS					
No. Systems Reporting	134	248	340	245	967
Mean	64,436	62,795	64,118	57,474	62,139
Median	65,046	62,367	61,480	54,415	60,921
Range: Low	41,956	42,962	40,676	31,500	31,500
High	81,288	93,364	101,082	99,182	101,082

TABLE 3
LOWEST Salaries paid ASSISTANT PRINCIPALS in Public School Systems, Stratified by System Enrollment, 1994-95

Mean, Median and Range of LOWEST Salary Paid in each system:

	Pupil Enrollment				
	25,000 or more	10,000 to 24,999	2,500 to 9,999	300 to 2,499	Total: All Systems Reporting
SENIOR HIGH ASSISTANT PRINCIPALS					
No. Systems Reporting	132	241	319	140	832
Mean	45,875	50,523	54,952	52,974	51,896
Median	44,144	50,012	54,000	49,975	50,863
Range: Low	27,905	27,951	31,040	33,479	27,905
High	67,873	84,143	90,891	89,360	90,891
JUNIOR HIGH and MIDDLE SCHOOL ASSISTANT PRINCIPALS					
No. Systems Reporting	129	241	303	79	752
Mean	43,911	48,029	53,018	52,405	49,793
Median	42,845	46,828	51,912	49,490	48,817
Range: Low	24,744	29,084	29,010	31,255	24,744
High	61,857	84,784	88,100	83,355	88,100
ELEMENTARY SCHOOL ASSISTANT PRINCIPALS					
No. Systems Reporting	120	150	120	47	437
Mean	41,707	44,013	47,531	48,538	44,833
Median	40,338	42,048	46,193	46,480	43,016
Range: Low	24,744	26,442	30,604	31,607	24,744
High	64,740	81,724	84,521	82,833	84,521

TABLE 4
HIGHEST Salaries paid ASSISTANT PRINCIPALS in Public School Systems, Stratified by System Enrollment, 1994-95

Mean, Median and Range of HIGHEST Salary Paid in each system:

	Pupil Enrollment				
	25,000 or more	10,000 to 24,999	2,500 to 9,999	300 to 2,499	Total: All Systems Reporting
SENIOR HIGH ASSISTANT PRINCIPALS					
No. Systems Reporting	132	242	320	140	834
Mean	59,228	59,707	59,619	53,767	58,600
Median	59,416	59,177	57,558	50,359	57,498
Range: Low	39,593	38,650	39,500	33,479	33,479
High	77,115	85,534	100,805	89,360	100,805
JUNIOR HIGH and MIDDLE SCHOOL ASSISTANT PRINCIPALS					
No. Systems Reporting	129	242	302	79	752
Mean	55,896	55,470	56,006	52,410	55,437
Median	56,011	55,553	54,475	49,490	54,782
Range: Low	36,975	30,699	34,400	31,255	30,699
High	74,750	85,984	97,168	83,355	97,168
ELEMENTARY SCHOOL ASSISTANT PRINCIPALS					
No. Systems Reporting	121	151	121	47	440
Mean	53,508	50,872	51,320	49,328	51,555
Median	53,656	49,926	48,500	46,880	50,234
Range: Low	35,586	31,462	33,172	31,607	31,462
High	71,724	85,984	84,521	82,833	85,984

TABLE 5
LOWEST Salaries paid PRINCIPALS in Public School Systems, Stratified by Per Pupil Expenditure of System, 1994-95

Mean, Median and Range of LOWEST Salary Paid in each system:

	Per Pupil Expenditure					
	$7,000 or more	$6,000 to $6,999	$5,000 to $5,999	$4,500 to $4,999	Less than $4,500	Total: All Systems Reporting
SENIOR HIGH PRINCIPALS						
No. Systems Reporting	177	122	225	166	235	925
Mean	76,763	65,333	62,770	59,811	59,848	64,512
Median	77,625	66,071	62,312	60,507	59,995	63,640
Range: Low	37,314	41,000	35,500	34,000	37,526	34,000
High	107,447	92,655	85,096	77,789	79,907	107,447
JUNIOR HIGH and MIDDLE SCHOOL PRINCIPALS						
No. Systems Reporting	158	114	213	158	255	898
Mean	73,004	61,259	58,691	55,369	56,284	60,268
Median	73,763	60,985	58,473	55,310	55,638	58,896
Range: Low	37,762	41,219	41,628	26,000	32,413	26,000
High	100,721	87,949	83,020	83,086	74,449	100,721
ELEMENTARY SCHOOL PRINCIPALS						
No. Systems Reporting	180	128	223	165	269	965
Mean	64,814	55,010	52,007	49,807	50,947	54,123
Median	64,612	55,367	51,250	49,500	50,156	52,446
Range: Low	34,328	31,500	32,251	27,885	35,515	27,885
High	99,501	76,471	74,695	67,251	71,219	99,501

TABLE 6
HIGHEST Salaries paid PRINCIPALS in Public School Systems, Stratified by Per Pupil Expenditure of System, 1994-95

Mean, Median and Range of HIGHEST Salary Paid in each system:

	Per Pupil Expenditure					
	$7,000 or more	$6,000 to $6,999	$5,000 to $5,999	$4,500 to $4,999	Less than $4,500	Total: All Systems Reporting
SENIOR HIGH PRINCIPALS						
No. Systems Reporting	177	122	225	167	236	927
Mean	78,760	68,001	66,566	64,604	63,861	68,041
Median	79,902	68,705	67,492	64,601	64,168	67,500
Range: Low	43,000	41,000	35,500	34,000	38,000	34,000
High	107,447	92,655	88,909	88,786	85,500	107,447
JUNIOR HIGH and MIDDLE SCHOOL PRINCIPALS						
No. Systems Reporting	158	114	214	158	254	898
Mean	75,410	64,415	62,407	60,573	60,048	63,960
Median	76,292	65,327	61,871	60,787	59,604	63,025
Range: Low	43,252	41,219	45,100	26,000	39,667	26,000
High	105,190	87,949	88,727	84,571	77,223	105,190
ELEMENTARY SCHOOL PRINCIPALS						
No. Systems Reporting	181	128	224	165	269	967
Mean	73,436	62,811	59,750	58,609	58,374	62,139
Median	74,880	63,144	59,024	60,243	58,464	60,921
Range: Low	42,000	31,500	35,500	32,500	36,977	31,500
High	101,082	82,899	86,376	89,803	77,755	101,082

TABLE 7
LOWEST Salaries paid ASSISTANT PRINCIPALS in Public School Systems, Stratified by Per Pupil Expenditure of System, 1994-95

Mean, Median and Range of LOWEST Salary Paid in each system:

	Per Pupil Expenditure					
	$7,000 or more	$6,000 to $6,999	$5,000 to $5,999	$4,500 to $4,999	Less than $4,500	Total: All Systems Reporting
SENIOR HIGH ASSISTANT PRINCIPALS						
No. Systems Reporting	152	107	200	152	221	832
Mean	63,865	53,324	50,526	46,836	47,694	51,896
Median	63,520	53,290	50,149	46,589	46,390	50,863
Range: Low	27,905	32,414	29,667	27,951	28,873	27,905
High	90,891	84,143	75,940	64,554	67,873	90,891
JUNIOR HIGH and MIDDLE SCHOOL ASSISTANT PRINCIPALS						
No. Systems Reporting	123	89	180	136	224	752
Mean	63,092	51,548	47,915	45,042	46,186	49,793
Median	63,000	52,008	48,080	44,502	45,767	48,817
Range: Low	33,985	34,923	29,084	29,084	24,744	24,744
High	88,100	76,896	72,972	63,573	66,773	88,100
ELEMENTARY SCHOOL ASSISTANT PRINCIPALS						
No. Systems Reporting	58	46	101	89	143	437
Mean	57,546	48,291	44,106	40,938	41,501	44,833
Median	58,710	47,414	42,712	39,842	39,442	43,016
Range: Low	27,905	31,316	31,482	28,192	24,744	24,744
High	84,521	66,119	73,125	53,383	65,430	84,521

TABLE 8
HIGHEST Salaries paid ASSISTANT PRINCIPALS in Public School Systems, Stratified by Per Pupil Expenditure of System, 1994-95

Mean, Median and Range of HIGHEST Salary Paid in each system:

	Per Pupil Expenditure					
	$7,000 or more	$6,000 to $6,999	$5,000 to $5,999	$4,500 to $4,999	Less than $4,500	Total: All Systems Reporting
SENIOR HIGH ASSISTANT PRINCIPALS						
No. Systems Reporting	152	107	200	152	223	834
Mean	70,120	59,000	56,917	54,931	54,566	58,600
Median	70,785	58,194	56,745	55,877	54,423	57,498
Range: Low	40,000	39,127	35,000	36,185	33,479	33,479
High	100,805	84,143	78,196	71,294	74,330	100,805
JUNIOR HIGH and MIDDLE SCHOOL ASSISTANT PRINCIPALS						
No. Systems Reporting	123	89	179	137	224	752
Mean	67,234	56,425	53,864	51,639	52,146	55,437
Median	66,275	55,956	54,573	52,542	52,761	54,782
Range: Low	43,800	35,736	31,255	30,699	35,196	30,699
High	97,168	84,143	72,972	67,526	69,325	97,168
ELEMENTARY SCHOOL ASSISTANT PRINCIPALS						
No. Systems Reporting	58	46	102	89	145	440
Mean	63,013	54,202	51,436	48,192	48,281	51,555
Median	63,680	54,339	50,230	47,914	47,000	50,234
Range: Low	31,607	39,019	35,000	31,462	31,600	31,462
High	85,984	68,382	73,125	62,328	69,325	85,984

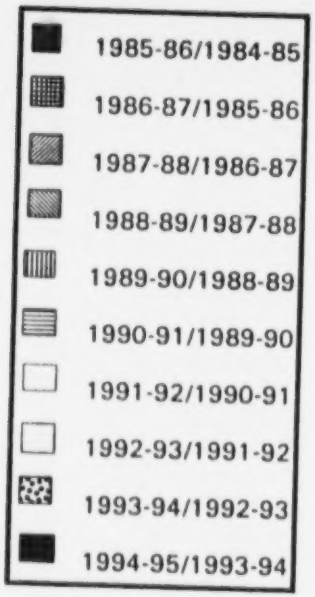
Table 9
Mean of Average Salaries Paid
Principals and Assistant Principals in Public School Systems,
1993-94 and 1994-95 with Percent Change, Stratified by System Enrollment

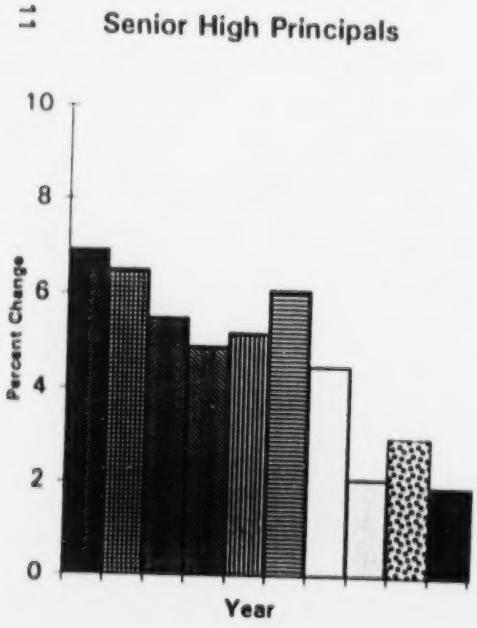
	Systems with Enrollments of 25,000 or More			Systems with Enrollments of 10,000 to 24,999		
	School Year		Percent	School Year		Percent
	1993-94	1994-95	Change	1993-94	1994-95	Change
PRINCIPALS						
Senior High	65,154	67,912	4.23%	66,076	67,472	2.11%
Junior High/Middle	59,964	61,501	2.56%	61,042	62,513	2.41%
Elementary School	56,442	58,579	3.79%	56,950	58,908	3.44%
ASSISTANT PRINCIPALS						
Senior High	52,236	53,935	3.25%	54,606	55,555	1.74%
Junior High/Middle	49,172	50,717	3.14%	51,279	52,180	1.76%
Elementary School	46,099	48,180	4.51%	46,193	47,823	3.53%

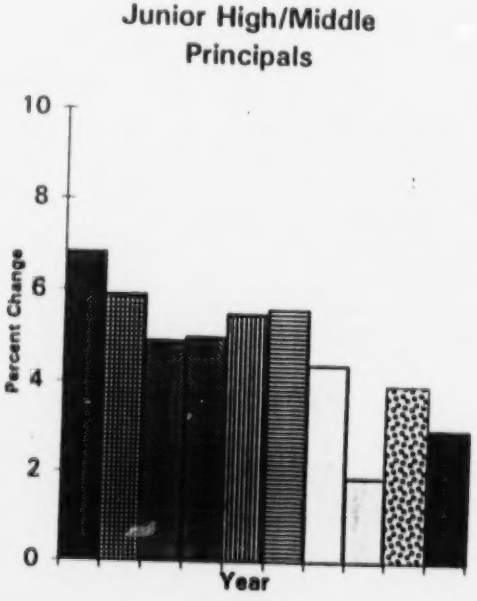
	Systems with Enrollments of 2,500 to 9,999			Systems with Enrollments of 300 to 2,499		
	School Year		Percent	School Year		Percent
	1993-94	1994-95	Change	1993-94	1994-95	Change
PRINCIPALS						
Senior High	67,871	70,072	3.24%	59,424	60,193	1.29%
Junior High/Middle	62,464	64,953	3.98%	57,036	58,001	1.69%
Elementary School	58,422	60,533	3.61%	55,046	55,797	1.36%
ASSISTANT PRINCIPALS						
Senior High	55,680	57,237	2.80%	51,872	53,233	2.62%
Junior High/Middle	52,888	54,506	3.06%	50,573	52,408	3.63%
Elementary School	48,939	49,432	1.01%	47,994	48,944	1.98%

	All Reporting Systems		
	School Year		Percent
	1993-94	1994-95	Change
PRINCIPALS			
Senior High	64,993	66,596	2.47%
Junior High/Middle	60,651	62,311	2.74%
Elementary School	56,906	58,589	2.96%
ASSISTANT PRINCIPALS			
Senior High	54,170	55,556	2.56%
Junior High/Middle	51,518	52,942	2.76%
Elementary School	47,057	48,491	3.05%

Chart 1
10-Year Trend in Annual Percent Change in Average Salaries Paid Principals in All Reporting School Systems, 1984-85 to 1994-95







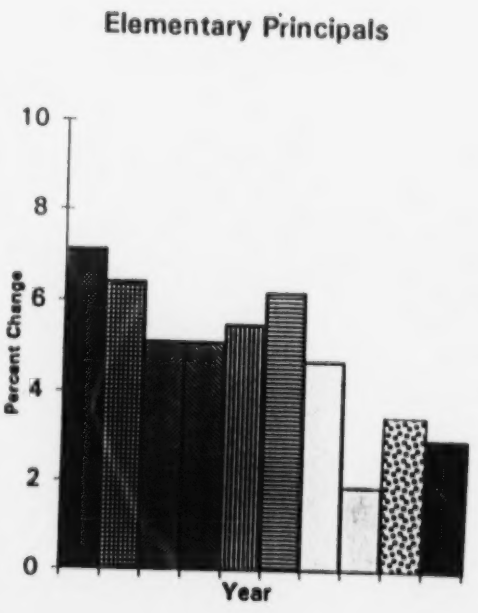
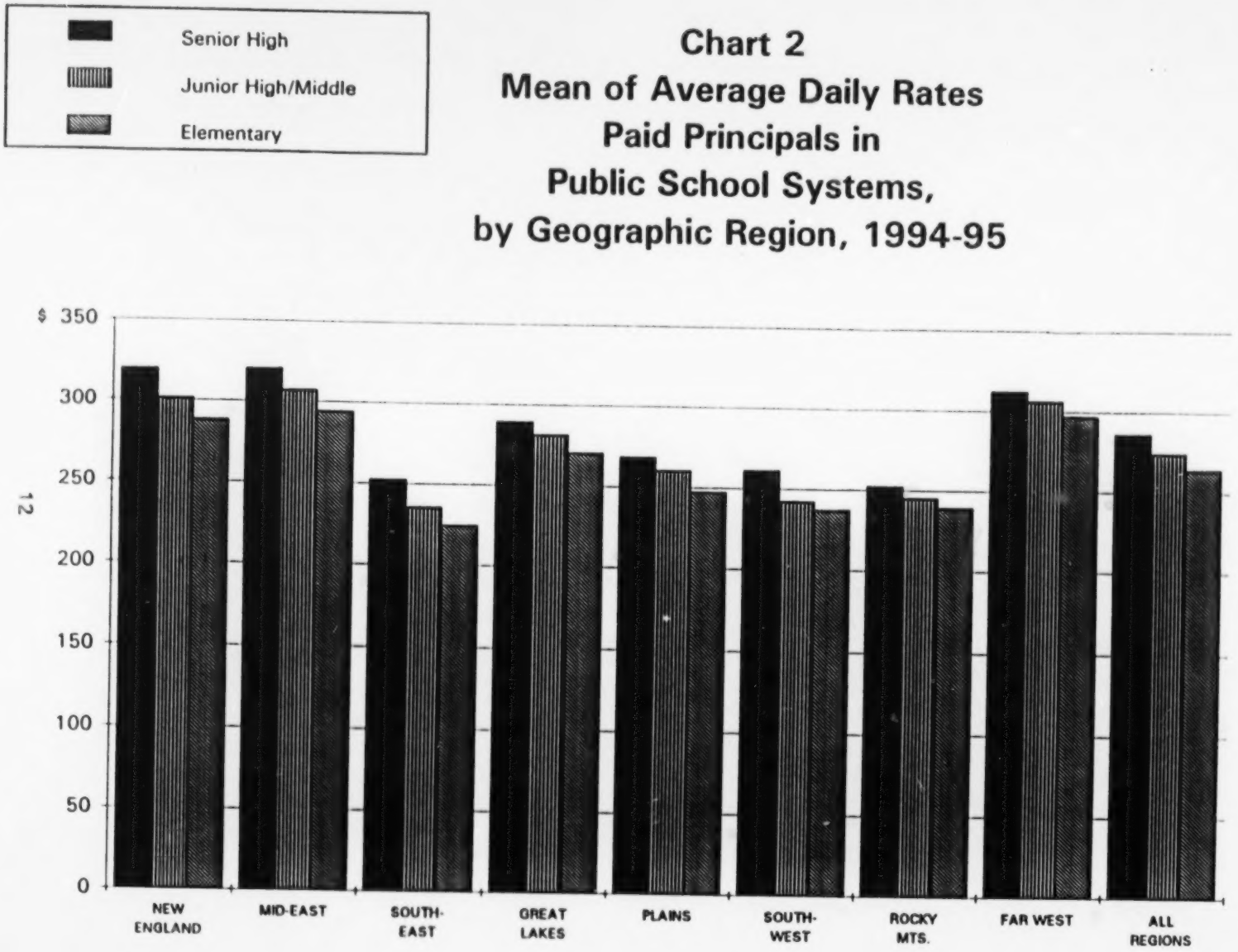


Chart 2
Mean of Average Daily Rates Paid Principals in Public School Systems, by Geographic Region, 1994-95



Geographic Regions: New England: CT, ME, MA, NH, RI, VT; Mideast: DE, DC, MD, NJ, NY, PA; Southeast: AL, AR, FL, GA, KY, LA, MS, NC, SC, TN, VA, WV; Great Lakes: IL, IN, MI, OH, WI; Plains: IA, KS, MN, MO, NE, ND, SD; Southwest: AZ, NM, OK, TX; Rocky Mountains: CO, ID, MT, UT, WY; Far West: AK, CA, HI, NV, OR, WA.

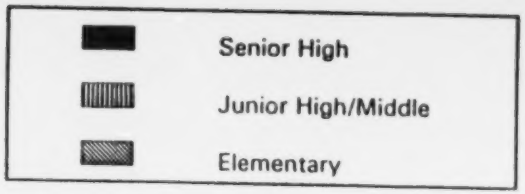
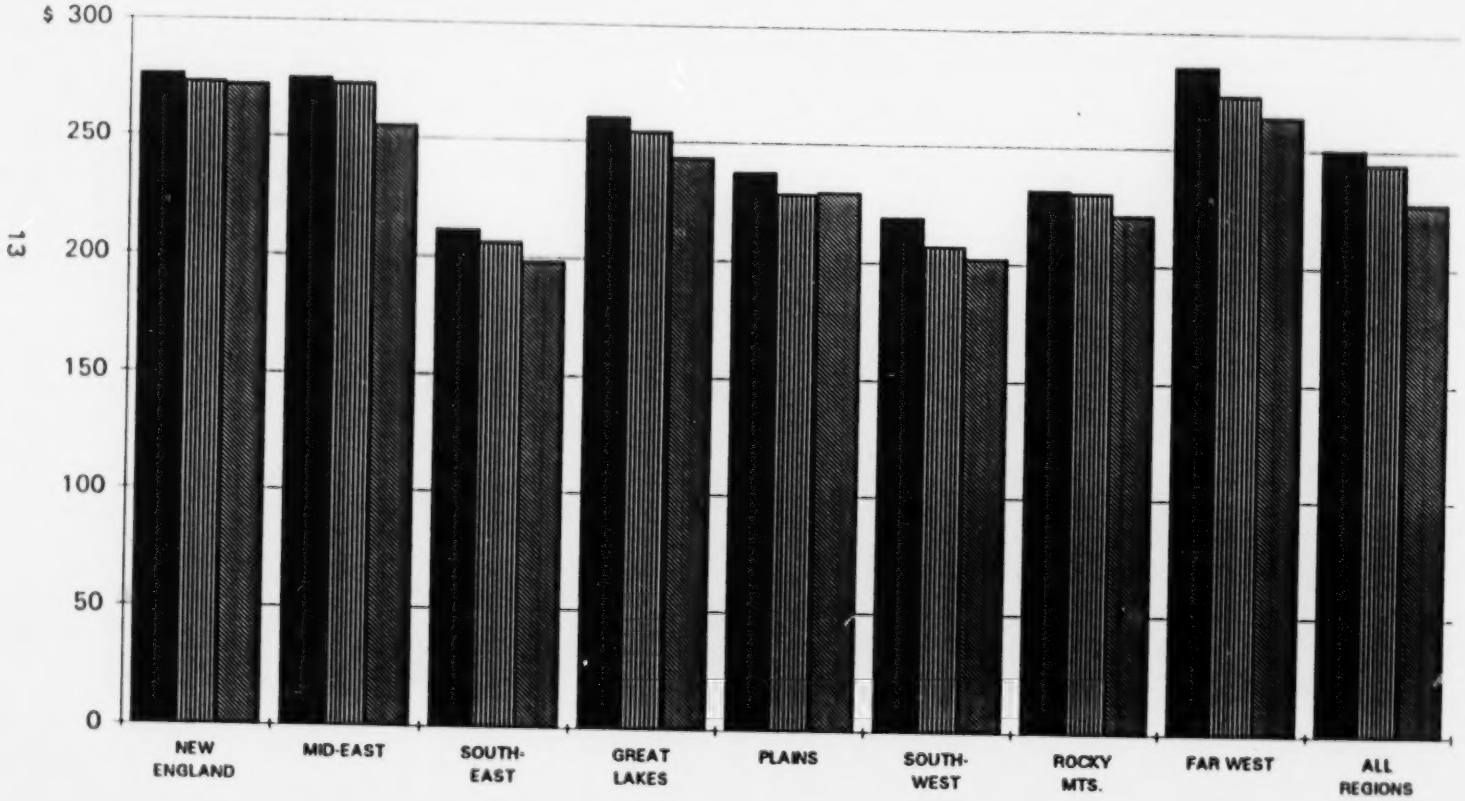


Chart 3
Mean of Average Daily Rates Paid Assistant Principals in Public School Systems, by Geographic Region, 1994-95



Geographic Regions: New England: CT, ME, MA, NH, RI, VT; Mideast: DE, DC, MD, NJ, NY, PA; Southeast: AL, AR, FL, GA, KY, LA, MS, NC, SC, TN, VA, WV; Great Lakes: IL, IN, MI, OH, WI; Plains: IA, KS, MN, MO, NE, ND, SD; Southwest: AZ, NM, OK, TX; Rocky Mountains: CO, ID, MT, UT, WY; Far West: AK, CA, HI, NV, OR, WA.